

NAVAJO NATION EXECUTIVE BRANCH EMPLOYEES

SEE IF YOU'RE JOB CLASSIFICATION IS LISTED BELOW

IF SO, THIS MESSAGE IS IN YOUR BEST INTEREST...YOUR EFFORTS TO ORGANIZE IS IN PROGRESS.

<p style="text-align: center;">FOR WHITE COLLAR</p> <p>ACCOUNTING CLERK (non-Head Start)</p> <p>ACCOUNTING TECHNICIAN (non-Head Start)</p> <p>ACCOUNTING TECHNICIAN (CASHIER)</p> <p>ACCOUNTS MAINTENANCE SPECIALIST</p> <p>ADMINISTRATIVE ASSISTANT (non-Head Start)</p> <p>ADVERTISING SALES REPRESENTATIVE</p> <p>APPLICATION SYSTEMS PROGRAMMER</p> <p>ASSISTIVE TECHNOLOGY COORDINATOR</p> <p>ASSOCIATE ACCOUNTANT</p> <p>ASSOCIATE CONTRACT ANALYST (non-Head Start)</p> <p>ASSOCIATE MANAGEMENT ANALYST</p> <p>ASSOCIATE NUTRITION WORKER</p> <p>ASSOCIATE NUTRITIONIST</p> <p>ASSOCIATE PUBLIC INFORMATION OFFICER</p> <p>AUDIO-VISUAL TECHNICIAN</p> <p>BUYER</p> <p>CAREGIVER RESOURCE SPECIALIST</p> <p>CASE ASSISTANT</p> <p>CHAPTER ACCOUNTING CLERK</p> <p>CHAPTER ACCOUNTING TECHNICIAN</p> <p>COLLECTION CLERK</p> <p>COLLECTION OFFICER</p> <p>COMMUNITY INVOLVEMENT SPECIALIST</p> <p>COMMUNITY LIAISON</p> <p>COMPUTER OPERATOR</p> <p>CONTRACT ANALYST</p> <p>CONTRACTING OFFICER</p> <p>DATA COMMUNICATIONS TECHNICIAN</p> <p>ELIGIBILITY TECHNICIAN</p> <p>ECONOMIC DEVELOPMENT SPECIALIST</p> <p>EMPLOYMENT ASSISTANT OFFICER</p> <p>ENERGY AUDITOR</p> <p>FEE COLLECTOR</p> <p>FLEET COORDINATOR (non-Head Start)</p> <p>FMIS APPLICATION SPECIALIST</p> <p>GRAPHIC DESIGNER (non-Head Start)</p> <p>HEALTH EDUCATION TECHNICIAN</p> <p>HEALTH EDUCATOR</p> <p>HOUSE PARENT</p> <p>INFORMATION SYSTEMS TECHNICIAN (non-Head Start)</p> <p>INSURANCE CLAIMS ANALYST</p> <p>INSURANCE CLAIMS EXAMINER</p> <p>LEGAL SECRETARY</p> <p>LIBRARY ASSISTANT</p> <p>LIBRARY CLERK</p> <p>LOAN OFFICER</p>	<p>MAIL CLERK</p> <p>MANAGEMENT ANALYST</p> <p>MEDIA REPRESENTATIVE</p> <p>MICROCOMPUTER SOFTWARE INSTRUCTOR</p> <p>MICROFILM CLERK</p> <p>MUSEUM FACILITIES REPRESENTATIVE</p> <p>MUSEUM REGISTRAR</p> <p>NEWS REPORTER</p> <p>NUTRITION EDUCATION TECHNICIAN</p> <p>NUTRITION WORKER</p> <p>OFFICE AIDE</p> <p>OFFICE ASSISTANT (non-Head Start)</p> <p>OFFICE SPECIALIST (non-Head Start)</p> <p>PHOTOGRAPHER</p> <p>PHYSICAL WELLNESS COORDINATOR</p> <p>PLANNER</p> <p>PLANNER (Health)</p> <p>PLANNER ESTIMATOR</p> <p>PLANNING AIDE (non-Head Start)</p> <p>POLICY ANALYST</p> <p>PREVENTION SPECIALIST</p> <p>PROGRAM ANALYST</p> <p>PROGRAMMER ANALYST</p> <p>PROPERTY CLERK</p> <p>PROPOSAL WRITER</p> <p>PUBLIC INFORMATION OFFICER</p> <p>RANGER DISPATCHER</p> <p>RECORDS CLERK</p> <p>RECREATION COORDINATOR</p> <p>RESEARCH ASSISTANT</p> <p>RESIDENTIAL GUIDANCE TECHNICIAN</p> <p>RETIREMENT OFFICER</p> <p>Right of Way AGENT</p> <p>SAFETY TECHNICIAN</p> <p>SALES CLERK</p> <p>SENIOR COMPUTER OPERATOR</p> <p>SENIOR INFORMATION SYSTEMS TECHNICIAN</p> <p>SENIOR LEGAL SECRETARY</p> <p>SENIOR OFFICE SPECIALIST (non-Head Start)</p> <p>SENIOR STORE CLERK</p> <p>SENIOR PROPERTY CLERK</p> <p>SLOT COMPLIANCE ASSISTANT</p> <p>STATISTICAL RESEARCH ANALYST</p> <p>STATISTICAL TECHNICIAN</p> <p>STATISTICIAN DEMOGRAPHER</p> <p>STORES CLERK</p> <p>SWITCHBOARD OPERATOR</p>
--	---

TECHNICAL PUBLICATIONS EDITOR	HYDROLOGIST TECHNICIAN
TRAINING INSTRUCTOR	LABORATORY TECHNICIAN
TYPESETTING EQUIPMENT OPERATOR	LABORER
VETERANS SERVICE OFFICER	LAUNDRY WORKER
VITAL STATISTIC TECHNICIAN	LAW ENFORCEMENT EQUIPMENT & WEAPONS TECHNICIAN
VOCATIONAL REHABILITATION COUNSELOR	LOCKSMITH
VOLUNTEER SERVICE COORDINATOR	MAINTENANCE MECHANIC
VOTER REGISTRATION SPECIALIST	MAINTENANCE TECHNICIAN
ZOO CURATOR	MEDIA PRODUCTION SPECIALIST
	MOTOR COACH DRIVER
FOR BLUE COLLAR	MUSEUM EXHIBIT TECHNICIAN
AIRCRAFT MECHANIC	PAINTER
AIRCRAFT SERVICE WORKER	PARKS MAINTENANCE WORKER
AIRPORT MAINTENANCE COORDINATOR	PETROLEUM TECHNICIAN TRAINEE
ANIMAL CONTROL OFFICER	PLUMBER
ASSOCIATION RECLAMATION SPECIALIST	PREDATOR CONTROL AGENT
AUTO BODY REPAIRER	PRESS OPERATOR
AUTO PARTS TECHNICIAN	RADIO TECHNICIAN
AUTOMOTIVE TECHNICIAN	RANGE CONSERVATIONIST
BOOKMOBILE DRIVER	RECLAMATION SPECIALIST
BUILDING MAINTENANCE WORKER (non-Head Start)	SANITARIAN
CABINET MAKER	SECURITY GUARD
CARPENTER	SENIOR ANIMAL CONTROL OFFICER
CONSTRUCTION INSPECTOR	SENIOR AUTO PARTS TECHNICIAN
COOK (non-Head Start)	SENIOR AUTOMOTIVE TECHNICIAN
COOK'S AIDE (non-Head Start)	SENIOR BUILDING MAINTENANCE WORKER
CUSTODIAN (non-Head Start)	SENIOR CARPENTER
DERRICK OPERATOR	SENIOR CUSTODIAN
DRILLER	SENIOR ELECTRICIAN
DRILLER HELPER	SENIOR ENVIRONMENTAL TECHNICIAN
DRIVER (non-Head Start)	SENIOR EQUIPMENT MECHANIC
EDUCATION DATA NETWORK SPECIALIST	SENIOR FIREFIGHTER
ELECTRICIAN	SENIOR FOREST TECHNICIAN
ELECTRONIC TECHNICIAN	SENIOR FORESTER
ENGINEERING AID	SENIOR HEAVY EQUIPMENT OPERATOR
ENGINEERING TECHNICIAN	SENIOR MAINTENANCE MECHANIC
ENVIRONMENTAL TECHNICIAN	SENIOR PAINTER
EQUIPMENT MECHANIC	SENIOR PARKS MAINTENANCE WORKER
EQUIPMENT OPERATOR	SENIOR PLUMBER
EXTENSION AGENT	SENIOR WAREHOUSE WORKER
FIREFIGHTER	SENIOR ZOO MAINTENANCE WORKER
FISH CULTURIST	SOCIAL HYGIENE TECHNICIAN
FOREST SERVICE OFFICER	TRADES HELPER
FOREST TECHNICIAN	TUBERCULOSIS CONTROL TECHNICIAN
FORESTER	VEHICLE SERVICE WORKER
FORESTRY AIDE	WAREHOUSE WORKER
GROUNDS KEEPER	WATER DEVELOPMENT TECHNICIAN
HEAVY EQUIPMENT OPERATOR	WELDER
HOME CARE WORKER	WILDLIFE TECHNICIAN
HOMESITE AGENT	ZOO MAINTENANCE WORKER
HOUSING SPECIALIST	

If you have seen your job classification listed in the two previous pages, you're action to organize by petition is [HERE](#). A vast mailing of Union Security ballots has been sent to your mailing address listed with the Department of Personnel Management on Thursday, February 19, 2015 from the Office of Navajo Labor Relations. The Navajo Nation Executive Branch Employees with their job classifications listed are urge to return their cast ballot in the self-address stamped envelopes enclosed to the Office of Navajo Labor Relations no later than Tuesday, March 31, 2015.

After March 31, 2015 the Office of Navajo Labor Relations will count how many ballots are returned, if more than half of the ballots sent are returned not until then will the ballots be counted and certified. This is one of two votes before entering into contract binding agreement with your employer. Before you cast your second vote you will get a chance to review, read and then vote on your collective bargaining agreement (union contract).

On December 17, 2014 the Health, Education and Human Services Committee of the 22nd Navajo Nation Council passed a Resolution HEHSCD-28-14 with a vote of 3 – 2 in favor of amending Section XIV; Employee Grievance of the Navajo Nation Personnel Policies Manual. In the amended changes, the employee's rights to the grievances process are slightly different.

- Now, the employee files a written grievance with the supervisor who initiated the action, with a copy to the Department of Personnel Management (DPM) of the disciplinary action or alleged violation of the Navajo Preference in Employment Act (NPEA).
- If the grievance is not resolved there the employee must file a written appeal with the Human Resource Director, then after DPM with set up an Administrative Meeting to resolve a settlement.
- If the employee disagrees with the outcome of the Administrative Meeting, the employee must file a written grievance appeal with DPM again for an immediate transmittal to the Hearing Officer. At this time the employee has the right to be represented by legal counsel in front of the Hearing Officers.
- The decision of the Hearing Officer is the final administrative decision.
- Through this grievance process DPM has the authority to DISMISS your grievance due to Abandonment of a case or Noncompliance with required grievance deadlines. Dismissal of a grievance may be appealed to the Hearing Officer under step four.

The United Mine Workers of America (UMWA) has never stopped fighting for your workers right to organize and form a UNION. This long struggle will end with you having your right to vote for a UNION in your workplace. Under a UMWA contract if the Hearing Officer cannot hear your grievance in a timely matter you have an option of an outside Arbitrator.

The following two attachments have been sent by mail explaining what Union Security is, and your ballot to vote on Union Security.

NOTICE OF VOTE ON MANDATORY UNION MEMBERSHIP

Pursuant to Navajo law, the Navajo Nation has certified the International Union, United Mine Workers of America (“Union”) to act as the bargaining agent for wages, hours and other terms and conditions of employment for most Navajo Nation Executive Branch employees (“Employees”). The Union and Navajo Nation officials have negotiated a collective bargaining agreement (“Agreement”), which has now been approved by the President. If you are receiving this Notice, you are one of the Employees who would be covered by this Agreement. As a result, you will have the opportunity to vote on whether to accept the Agreement. But first you must vote on whether the Agreement should make Union membership mandatory or voluntary. This Notice explains what mandatory Union membership would mean and how the voting process will work.

Mandatory Union Membership. If you and the other covered Employees vote to make Union membership mandatory, all covered Employees would be required to become members of the Union. As Union members, each Employee would be required to pay Union dues in the amount of \$10.01 per biweekly pay period. Each Union member will also be required to pay a Compac assessment of \$10.00 per year. The amount Union members will be required to pay as Union dues will not be increased, unless the Navajo Nation also increases the hourly wages in its Salary Schedule. In any event, biweekly Union dues will not exceed one and one-half times the lowest hourly wage earned by an Employee. No Union initiation fees will be charged for Employees who are already employed by the Executive Branch when ratification becomes final.

Voting Process. For this election to be valid, a majority of covered Employees must vote. With this Notice, each Employee has received an individual ballot and an addressed stamped envelope. To vote, you must mark the ballot, place the completed ballot into the envelope provided, and place that envelope in the mail—post marked no later than four (4) weeks following the postmark date on the envelope containing your ballot.

If a majority of the covered Employees vote, and more than half of those who vote favor making Union membership mandatory, then the Agreement you will vote on later will say that. But if, on the other hand, the majority vote against mandatory Union membership, then the Agreement will instead say: “Membership in the Union is voluntary.”

Note. Even if the Employees vote to make Union membership mandatory, they retain the right to demand an election later to decide whether to eliminate mandatory Union membership. This can be done by submitting a notice to the Office of Navajo Labor Relations that demands such a vote and is signed by at least thirty percent (30%) of the Employees.

Executive Branch Collective Bargaining Agreement

UNION SECURITY ISSUE BALLOT

Mark an **X** in one block to vote
YES or **NO**
on the Mandatory Union Security Issue.

A **YES** VOTE MEANS THAT YOU VOTE FOR
MANDATORY UNION MEMBERSHIP IN THE
COLLECTIVE BARGAINING AGREEMENT.

A **NO** VOTE MEANS YOU VOTE AGAINST
MANDATORY UNION MEMBERSHIP IN THE
COLLECTIVE BARGAINING AGREEMENT.

Mark an "X" in the square of your choice.

YES

NO